

just create on their own; is this something that they would not want to happen outside however it would impact the business but not because of what federally would be in place but just for their own policy, a behavioral type thing, or something that they would want in place, and using those that wouldn't be mandated by anybody else but just by the company, themselves?

SENATOR WILL: That would get pretty close to encroaching upon the intent of this amendment because clearly the intent of the amendment, in general terms, is to prohibit companies from adopting policies relating to the use of lawful products off the worksite and on an individual's own time. So I think any attempts to circumvent that by imposing any type of policy at all I think would be very close to violating the letter of the law, if this amendment were adopted.

SENATOR HILLMAN: All right, thank you. I understand you probably will be withdrawing the amendment, but I do want to thank you for bringing it because I think the discussion has been good, and I think it is something, also to probably parrot somewhat of what Senator Schimek said, it is a discussion we are going to be having more often, and I do thank you for bringing the amendment.

SPEAKER BAACK: Thank you, Senator Hillman. Senator Jones.

SENATOR JONES: Mr. Speaker and members of this body, I rise in support of the Chambers amendment to the amendment, and if I might, I might want to ask Senator Will a question.

SPEAKER BAACK: Senator Will.

SENATOR WILL: Certainly.

SENATOR JONES: Yes, if I had a man hired and he come to my place unconditionally able to work and caused me to lose some cattle, could I fire him or would I have to abide by the way this is wrote in this deal here?

SENATOR WILL: If your person was impaired to the point where they couldn't function, why you could fire them.

SENATOR JONES: Yes, okay, one other question is there is a lot of people that are on call, like NPPD, and the railroads, and they would be on their own time when they'd be home, but they'd